

Panaji, 27th July, 2023 (Sravana 05, 1945)

SERIES II No. 17

# OFFICIAL GOVERNMENT OF GOA GAZETTE

PUBLISHED BY AUTHORITY

## GOVERNMENT OF GOA

Department of Co-operation

Office of the Asstt. Registrar of Co-operative Societies

### FORM "ELECTION-9"

(See Rule 74)

Form of declaration of result of uncontested election

Election to the Board of Directors of "The Bori Urban Co-op. Credit Society Ltd., Borim, Ponda-Goa".

Year of Election:- 2023

Number of Seats:- 11

In pursuance of the provisions contained in the Goa Co-operative Societies Rules, 2003, I, declare that the following contesting candidates have been duly elected to fill the seats on the Board of Directors of the above mentioned society as they were the only contesting candidates as stated below.

#### General Category - (08 Nos.)

Sr. No.	Name of the Candidates	Address
1	2	3
1.	Borkar Premanand Krishna	H. No. 8/144, Deulwada, Borim.
2.	Devari Dattatray Vinayak	Near Navdurga Temple, Bori, Ponda-Goa.
3.	Karekar Anay alias Pundalik Anant	H. No. 169, Khajorde, Bori, Ponda.
4.	Naik Manurai @ Manuray Sagun	H. No. 118, Adulshem, Bori, Ponda-Goa.
5.	Naik Pandurang Venkatesh	Khajorda, Bori, Ponda-Goa.
6.	Phadte Devanand Gajanan	Godgowad, Borim, Ponda-Goa.
7.	Prabhu Borkar Utkarsh Sitaram	Khajordem, Bori, Ponda-Goa.
8.	Prabhudesai Vishwas M.	H. No. 230, Chunnat Tarvalem, Shiroda.

#### Reserve Category (Women) - (02 Nos.)

1.	Paidarker Supriya Purnanand	Deulwada, Bori, Ponda-Goa.
2.	Vaidya Prachi Durgaprasad	H. No. 129, Vaidyanagar, Dattagad Bethoda, Ponda-Goa

#### Reserve Category (SC/ST) - (01 No.)

1.	Gaude Pundalik B.	H. No. 131, Conwada-Dhawali, Queula, Ponda-Goa.
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I also certify and declare that the above mentioned relevant number of seats to be elected to form the Board of Directors (11 Nos.) candidates have been duly elected unopposed.

*Sumitra S. Naik*, Returning Officer for Election to the BOD of The Bori Urban Co-op. Credit Society Ltd., Borim, Ponda-Goa.

Ponda, 30th May, 2023.

## Department of Forests

## Order

No. 5/3/2022-FOR/198

Read: 1. Order No. 1-V-116-2020(Part)/FOR/153 dated 17-08-2022.

2. Corrigendum No. 5/3/2022-FOR/27 dated 18-01-2023.

The post of Assistant Conservator of Forests upgraded vide Order dated 17-08-2022, cited at Sr. No. 1 above, read with Corrigendum dated 18-01-2023, read at 2 above, is re-classified as Group 'A' Gazetted, with effect from 17-08-2022.

This issues with the approval of the Finance (R&C) Department vide their U.O. No. 1400079370 dated 10-06-2023 and concurrence of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/22(1)/2022/531 dated 04-07-2023.

By order and in the name of the Governor of Goa.

*Nathine S. Araujo*, Under Secretary (Forest).

Porvorim, 20th July, 2023.

## Department of Labour

## Notification

No. 28/02/2023-LAB/Part-I/458

The following Part Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 28-06-2023 in Ref. No. IT/33/2010 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Vivek Naik*, Under Secretary (Labour).

Porvorim, 11th July, 2023.

IN THE INDUSTRIAL TRIBUNAL  
AND LABOUR COURT  
GOVERNMENT OF GOA  
AT PANAJI

**(Before Mr. Anil Scaria, Hon'ble Presiding Officer)**

Ref. No. IT/33/2010

Shri Premanand Naik,  
Rep. by Goa M. R. F. Employees Union,  
House No. 282, Dr. P. S. Ramani Road,  
Wadi-Talaulim,  
Ponda-Goa ... Workmen/Party I.

V/s

M/s. M. R. F. Limited,

Tisk, Usgao,

Ponda-Goa

... Employer/Party II.

Workperson/Party-I represented by Learned Advocate Shri P. Agrawal.

Employer/Party-II represented by Learned Advocate Ms. S. Vaigankar holding for Adv. S. B. Karpe.

## PART AWARD

(Preliminary Issues No. 1, 2, 3 and 5)

**(Delivered on this the 28th day of the month of  
June of the Year 2023)**

By Order dated 19-11-2010, bearing No. 28/38/2010-LAB/581, the Government of Goa in exercise of powers conferred by Section 10(1)(d) of the Industrial Disputes Act, 1947, has referred the following dispute to this Tribunal for adjudication:-

*"(1) Whether the action of the Management of M/s. MRF Limited, Tisk, Usgao, Goa in dismissing it's workman Shri Premanand Naik, Operator, with effect from 21-10-2009, is legal and justified?"*

*(2) If not, what relief the workman is entitled to?"*

2. The Workman/Party I has filed his Statement of Claim. The Employer/Party II has filed his Written Statement. The Workman/Party I has filed his Rejoinder.

3. The case of Party I is that the Workman (Premanand Naik) was employed in the Factory of Party II in Ponda-Goa. That the Workman was suspended by letter dated 07-02-2009. That, subsequently, the workman was issued charge-sheet dated 09-02-2009. That the charge-sheet was signed by an unauthorized person. That the allegation against the Workman is that on 06-02-2009, the workman caused bodily injuries to his co-workman Mr. Bhadrageuda, T. No. 501721 by operating the moving fabric table of M/C No. 8 while he was on duty in Shift III. That the Workman denied the charges leveled against him by letter dated 06-03-2009. That the Workman requested for copies of complaint/report to file a detailed reply. That the copies were not furnished. That Party II fixed the enquiry on 10-03-2009. That Party II had decided to take punitive action against the Workman even before seeking a reply to the charge-sheet.

4. That the enquiry commenced on 16-05-2009 and concluded on 17-08-2009. That by letter dated 29-05-2009, the Workman asked the Enquiry Officer to expedite the enquiry. That by this letter the Workman also brought it to the notice of the Enquiry Officer that he was paid less subsistence allowance, than is due to him. That the Workman requested the

Enquiry Officer to give him a copy of Exhibit EO1. That the Enquiry Officer refused to give the copy on the ground that it was shown to the Workman.

5. That on 12-06-2009, the MR (Management Representative) submitted a copy of the Statement of the Subsistence Allowance (Exh. MR16) paid to the Workman. That the WR (Workman Representative) pointed out the subsistence allowance does not contain compensatory allowance as required under the Certified Standing Orders. That on 26-06-2009 during the cross-examination of MW2, the WR (Workman's Representative) asked MW2 to produce his payment slip of February, 2009. That the MR (Management Representative) objected to the same and the Enquiry Officer (EO) rejected the request of the WR (Workman's Representative). That on 03-08-2009, while the cross-examination of the Workman was in progress the MR (Management Representative) produced some irrelevant documents. That the Workman and the WR (Workman's Representative) objected to the same, but the Enquiry Officer took them on record. That the E.O. (Enquiry Officer) refused to direct the Management Representative to produce findings of the enquiry conducted about the charge-sheet dated 06-07-2007. That the E.O. (Enquiry Officer) also failed to make a record of the incident in the enquiry proceedings. That on 17-08-2009 the Workman examined a witness namely Mr. Sushant Shinde who was working on M/C No. 9 in Shift III on 06-02-2009. That the said witness had made a statement that he had seen Mr. Bhadrangaude working on the liner rewinder at about 5.05 a.m. That the Enquiry Officer completed the enquiry and submitted his report dated 04-09-2009 holding the workman guilty of the charges leveled against him.

6. That after the enquiry, the workman was not given a reasonable opportunity to show cause against the report of the Enquiry Officer or the proposed punishment. That the Enquiry Officer conducted the enquiry against the principles of natural justice. That the Workman was terminated from service by letter dated 21-10-2009. That the letter dated 21-10-2009 was signed by an unauthorized person. That the Termination Order was for collateral purposes and to victimize the Workman for his continued allegiance to his trade union. That there was no evidence against the Workman. That the findings of the Enquiry Officer are perverse and shows bias and non-application of mind.

7. That a conciliation proceeding between Party I and Party II was pending before the Conciliation Officer with regard to illegal lay-off. That the

Workman was terminated from service during the pendency of the conciliation proceedings. That Party II has violated the provisions of Section 33 of the Industrial Disputes Act, 1947. That the termination of the said Workman is an act of unfair labour practice. That the punishment imposed on the Workman is disproportionate to the charges leveled against him. Therefore, it is prayed that the Workman be reinstated with continuity of service and full back wages. That the Workman be awarded compensation at the rate of two days' wages for every one day of enforced unemployment.

8. Party II has filed its Written Statement. The case of Party II is that the Workman was employed by the Management in the Band Building Department. That on 06-02-2009, the Workman was working in Shift III as a Band Builder on M/C No. 8. That Bhadranga B. Gaudra was operating a machine between the fabric table of M/C No. 8 and a drum. That the Workman operated the moving fabric table of M/C No. 8 thereby squeezing Mr. Bhadranga B. Gaudra between the table and the drum. That Bhadranga B. Gaudra was injured. That when Bhadranga B. Gaudra was crying in pain, the Workman merely laughed without releasing the fabric table of the machine. That when questioned by his Superiors, the Workman did not have any reply to offer. That the acts of the Workman constitute the following misconduct under the Certified Standing Orders of Party II.

- i. CL 21 Item XXVIII: Conduct on the part of the workman within the precincts of the company which endangers the life or safety of any person.
- ii. CL 21 Item VIII: Interference with work of any other workman or person in manner inimical to the interests of the Company.
- iii. CL 21 Item LII: Any act subversive of discipline.

9. That the Workman was suspended by letter dated 07-02-2009. That it was followed by a charge-sheet dated 09-02-2009. It is admitted that the said Workman tendered his explanation dated 06-03-2009 requesting for copies of complaint/report. It is denied that these documents were not furnished.

10. That Mr. Prashant Shetty was appointed as Enquiry Officer. That the enquiry commenced on 16-05-2009 and ended on 17-08-2009. That the Workman participated in the enquiry along with his representative. That the enquiry was conducted in accordance with the principles of natural justice. That the enquiry was fair and proper. It is admitted that by letter dated 29-05-2009 the Workman asked the Enquiry Officer to expedite the enquiry. It is admitted that the workman also pointed out that he was paid

less subsistence allowance and requested the Enquiry Officer to direct the MR (Management Representative) to produce the details of the break-up of the subsistence allowance. That the Enquiry Officer appreciated the evidence on record and held Party I guilty of the charges leveled against him. The Enquiry Officer submitted his findings dated 04-09-2009. That the Management concurred with findings of the Enquiry Officer. That Party I was dismissed from service by letter dated 21-10-2009 which was signed by an authorized person.

11. That on 12-06-2009, the MR (Management Representative) produced a copy of the Statement of Subsistence Allowance paid to the workman. It is admitted that the WR (Workman Representative) stated that the subsistence allowance does not contain compensatory allowance as required under the Certified Standing Order. It is denied that the Workman requested the Enquiry Officer to give him a copy of Exh. EO1 which the Enquiry Officer refused on the ground that the same was shown to the Workman. It is denied that on 26-06-2009 during cross-examination of MW2, the WR (Workman's Representative) asked MW2 to produce his payment slip of February, 2009. It is denied that the MR (Management Representative) objected to the same and the Enquiry Officer rejected the request of the WR (Workman Representative). It is denied that on 03-08-2009 while the cross-examination of the workman was in progress, the MR (Management Representative) produced some irrelevant documents to which the Workman and WR (Workman Representative) objected but the EO (Enquiry Officer) took the same on record. It is denied that the Enquiry Officer (EO) refused to direct the Management Representative (MR) to produce the findings of the enquiry conducted on charge-sheet dated 06-07-2007 when requested and even failed to record the same in the enquiry proceedings. Party II states that the findings of enquiry conducted on charge-sheet dated 06-07-2007 are a part of records in the enquiry conducted in this case.

12. It is denied that the Workman was victimized for his legitimate trade union activities. It is denied that the punishment is grossly disproportionate to the charges against the workman. It is denied that there was a conciliation proceeding pending with respect to a dispute with regard to illegal lay-off wherein the workman is a Party. It is denied that Party II violated the provisions of Section 33 of the Industrial Disputes Act, 1947. It is denied that the termination of the Workman is unfair labour practice. That there is no industrial dispute between the Parties as defined under Section 2(k) of the Industrial Disputes Act, 1947. That the Government of Goa has made the reference in haste and without application of mind.

13. That the reference is therefore null and void. The question as to the existence of an industrial dispute and the question as to whether the reference is made in undue haste and without application of mind be tried as preliminary issues. Therefore, it is prayed that the termination of the workman be upheld as legal and justified.

14. Party I has filed a Rejoinder. It is denied that no industrial dispute exists. It is denied that the Government of Goa has made this reference in haste and without application of mind. That Party II wants the above mentioned facts to be tried as preliminary issues only to delay the proceedings. It is denied that the enquiry was fair and proper and is in accordance with the principles of natural justice. That the records of the enquiry are not true and correct records of the proceedings and they are fabricated to suit Party II. That Bhadrageuda B. Gaudra was not injured. That he worked for the full shift without seeking medical assistance.

15. Heard arguments on preliminary issues. The Learned Advocates for the Parties have filed Written Arguments.

16. The following issues were framed by this Court and my findings thereon are as follows:-

#### ISSUES

1. Whether Party I/Union proves that the domestic enquiry held against the workman is not fair and proper?
2. Whether the charge of misconduct leveled against the workman is proved to the satisfaction of the Tribunal by acceptable evidence?
3. Whether Party I/Union proves that the order of termination is in violation of Section 33 of the Industrial Disputes Act, 1947?
4. Whether Party I/Union proves that the termination of the workman tantamounts to the act of unfair labour practice under item 5 (a), (b), (d), (f) and (g) as well as item 13 and 14 of 5th schedule of Industrial Disputes Act, 1947?
5. Whether the Party II proves that there is no Industrial Dispute exists between the parties as defined u/s 2 (k) of the Industrial Disputes Act, 1947?
6. What Order.
17. Issues No. 1, 2, 3 and 5 are treated as preliminary issues. My findings thereon are as follows:-

Issue No.	Issues	Findings
1.	Whether Party I/Union proves that the domestic enquiry held against the workman is not fair and proper?	In the Negative.
2.	Whether the charge of misconduct leveled against the workman is proved to the satisfaction of the Tribunal by acceptable evidence?	In the Negative.
3.	Whether Party I/Union proves that the order of termination is in violation of Section 33 of the Industrial Disputes Act, 1947?	In the Affirmative.
5.	Whether the Party II proves that there is no industrial Dispute exists between the parties as defined u/s 2 (k) of the Industrial Disputes Act, 1947?	In the Negative.

## REASONS

18. *Issue No. 1:-* The case of Party I/Workman is that the domestic enquiry held against the workman is not fair and proper. Party II/Employer has denied the same.

19. Party I has examined one witness. Premanand Naik (Witness I for Party I) is the dismissed workman.

20. Party II has examined 2 witnesses. Shri Prashant Shetty (Witness No. 1 for Party II) is the Enquiry Officer. Mr. Michael Rodrigues is witness 2 for Party II. He is the Deputy Manager–Human Resources of Party II.

21. During the course of enquiry before the Enquiry Officer, Party II examined 3 witnesses. Sudhir Dessai (MW1) is a person working as Supervisor in the Band Building Department of the Factory of Party II. Bhadrageuda Gaudra (MW2) is the injured workman. Mangesh J. Manerkar (MW3) is a Shift Foreman of Party II.

22. The workman (Premanand Naik) examined himself as CSW in the enquiry before the Enquiry Officer. The workman (Premanand Naik) has examined Sushant Shinde as CSW W1. He is a co-workman.

23. Charge-sheet dated 09-02-2009 (Exh. 18) was issued to the workman. The workman replied to the

same by Reply dated 06-03-2009 (Exh. 20). By this Reply, the workman denied the charges leveled against him and demanded copies of complaint/ report made against him so that he could file a proper reply.

24. Copies of the said compliant/report was not given to the workman and the matter was posted for enquiry.

25. The workman was allowed to be represented by a co-worker (Gokuldas Gawde) of his choice.

26. After each of the Management witnesses were examined, the workman/workman's representative (MR) was allowed to cross-examine them.

27. The workman has examined himself and a witness in his defence.

28. Thereafter, the Enquiry Officer submitted his findings of enquiry (Exh. 30 Colly) to the Management of Party II.

29. It is to be noted that by his reply (Exh. 20) to the charge-sheet, the workman has asked for a copy of the complaint or report made against him. Although at that time the said copy was not furnished, it was subsequently produced by the Management Representative during enquiry at Exh. MR11 and a copy of the same furnished to the workman.

30. For the reasons stated above, it is seen that the principles of natural justice were complied with.

31. To put up a credible defence, the workman needs subsistence allowance. Enquiry without subsistence allowance is not fair and proper.

32. It is the case of the workman, that he was not given his full subsistence allowance as per the Certified Standing Orders.

33. During the course of enquiry, Party II (Employer) produced the payment details of the subsistence allowance of the workman (Premanand Naik) at Exh. MR-16. It is the case of the workman that he has not been paid the "other compensatory allowance" of the subsistence allowance payable to him under the Certified Standing Orders. But the workman (Witness I for Party I before this Tribunal and CSW in the enquiry before the Enquiry Officer) has not specified the compensatory allowances not paid to him. Therefore, we are unable to hold that the workman was not paid any portion of his subsistence allowance.

34. Therefore, Party I/Union has failed to prove that the domestic enquiry held against the workman is not fair and proper. Hence, I hold issue No. 1 in the negative.

35. *Issue No. 2:-* Party II has to prove that the charge of misconduct leveled against the workman is proved to the satisfaction of this Tribunal by acceptable evidence.

36. The records of the enquiry proceedings and the findings of enquiry are at Exh. 30 Colly.

37. Bhadragauda Gaudra is the injured workman. The Management examined him as MW2 during the enquiry. He states that he was completing the incomplete band at Band Building Machine No. 8 at around 5.00 a.m. MW2 states that the workman (Premanand Naik) had allowed him to do so. MW2 states that while he was at his work, Premanand Naik opened the Table Operation Switch and he got pressed between the drum and the table. MW2 states that the workman (Premanand Naik) started laughing. MW2 states that he asked for help and after some time the workman (Premanand Naik) deactivated the switch. MW2 states that he was unable to walk properly. MW2 states that after 10 minutes, he went to the Supervisor and he sent him for First Aid. MW2 states that some spray was applied to him. MW2 states that after 10 minutes he was asked to report back to the Department. MW2 states that he did not work thereafter as he was getting pain in the back.

38. Sudhir Dessai is the Supervisor. The Management has examined him as MW1 during the enquiry before the Enquiry Officer, MW1 states that he was working in Shift III on 06-02-2009. He states that the injured workman (MW2) told him that he was standing between a drum and a sliding table and applying braker fabric on the bands. He states that the injured workman told him that Premanand Naik (workman) activated the sliding table and that the injured workman got stuck between the drum and the sliding table roller. He (MW1) states that the injured workman shouted for help and Premanand Naik (workman) without deactivating the switch laughed at him. He (MW1) states that after some time Premanand Naik (workman) deactivated the switch. He states that the injured workman was unable to walk for some time. He (MW1) deposes that he referred the injured workman for first aid. He deposes that he inquired from Premanand Naik (workman) and he told him that he had accidentally activated the switch. He (MW1) deposes that there was no chance of such an accident as safety guards were provided. He (MW1) deposes that this was an act of misconduct deliberately done by Premanand Naik (workman).

39. Mangesh J. Manerkar is the Shift Foreman of Party II. Party II has examined him as MW3 before the Enquiry Officer. MW3 deposes that on 06-02-2009 he was working as Shift Foreman. He (MW3) states that

on 06-02-2009 at about 5.20 p.m. the Band Building Supervisor, Shri Sudhir Dessai (MW1) reported to him that the injured workman was working at the Band Building Machine No. 8. He states that Premanand Naik (workman) activated the switch of the Sliding Table Roller and that the injured workman got jammed between the table and the drum. He (MW3) states that Sudhir Dessai (MW1) also told him that the injured workman shouted for help and that Premanand Naik (MW1) laughed without releasing the switch. He (MW3) states that the injured workman was in pain and was referred for first aid by Sudhir Dessai. He (MW3) states that he asked Premanand Naik (workman) regarding the incident and Premanand Naik (workman) told him that while getting up his hand accidentally touched the operating switch of the table. He (MW3) deposes that what Premanand Naik (workman) said was not true as the switch was well inside the table protected by metallic plate.

40. The testimony of the injured workman (MW2) is corroborated by the testimonies of the Supervisor (MW1) and the Foreman (MW3).

41. The workman has examined himself as CSW. The CSW states that he does not know anything about the incident.

42. Sushant Shinde is a person working for Party II. The workman has examined him as CSW W1. He (CSW W1) states that on 06-02-2009 he was working in shift III on the Band Building Machine No. 9. He deposes that he along with Premanand Naik returned from breakfast at 5.05 a.m. He states that he saw Bhadragauda Gaudra (alleged injured workman) working on machine No. 8 after he returned from breakfast.

43. The testimony of the workman (CSW) is corroborated by the testimony of his co-worker (CSW W1).

44. The Employer has adduced oral evidence in support of its case. The workman has adduced oral evidence in support of his case. The oral evidence is equally balanced against each other. Therefore, let us look into medical evidence and documents to ascertain the truth.

45. The injured workman (MW2) has stated that he was sent for first aid and some spray was applied to him and he was asked to report back to the department after 10 minutes.

46. The records of medical treatment were marked during the enquiry before the Enquiry Officer at Exh. MR17. It shows that there were no open injuries on the body of the injured. It also shows that ice therapy and crocin were given to the injured workman.

47. Exh.14 Colly is the Liner Rewinder Worksheet Details on 06-02-2009 for Shift III. It shows that injured workman has worked for 8 hours. It also shows that he has done more work than another liner rewinder who worked on that day.

48. There were no open injuries on the body of the injured workman. The medical records show that he was given ice therapy. The medical records do not show any spray applied on the injured. Injured Workman states that some spray was applied to him and was asked to report to the department after 10 minutes. No mention is made by the injured workman about ice therapy. He has also stated that he had not worked after that due to back pain. But records show that he had done 60% more work on that day than a co-worker who was doing the same type of work. Witnesses can lie, but circumstances do not lie. Circumstances show that false allegations were made against the workman. The preponderance of probabilities is that he was falsely implicated in this case. The case of the workman that he was falsely implicated in case appears to be most probably true. Therefore, Party II has failed to prove to the satisfaction of this Tribunal by acceptable evidence the charge of misconduct leveled against the workman. Hence, I hold Issue No. 2 in the negative.

49. Issue No. 3:- The case of Party I/Union is that the Order of Termination is in violation of Section 33 of the Industrial Disputes Act, 1947. Party II/Employer has denied the same.

50. The case of Party I/Union is that a conciliation proceeding was pending between Party I and Party II with regard to illegal lay-off. That the workman was terminated from service during the pendency of the conciliation proceedings. That the order of termination is in violation of Section 33 of the Industrial Disputes Act, 1947.

51. Party II/Employer has denied the same.

52. A Certified True Copy of the Roznama in the conciliation proceedings and a Certified True Copy of the minutes of the conciliation proceedings held on 22-03-2010 have been produced.

53. The Roznama and the Minutes of the conciliation proceedings dated 22-03-2010 were not tendered in evidence. Nevertheless, since they are certified copies of public documents, they are being looked into.

54. The report of failure of conciliation proceedings dated 26-03-2010 sent to the Secretary (Labour), Secretariat, Porvorim-Goa has been tendered in evidence at Exh. 36 (in cross).

55. A conjoint reading of these documents show that the Conciliation Officer held meetings for preliminary discussion from 25-06-2009 onwards. Nevertheless, a formal Order admitting the matter to conciliation was made only on 22-03-2010. On the same day, the conciliation proceedings were closed stating that it ended in failure.

56. The workman (Premanand Naik) was terminated from service on 21-10-2009.

57. The Ld. Advocate for Party I, Shri P. Agrawal submits that for the purpose of Section 33 of the Industrial Disputes Act, 1947, conciliation proceedings commence when the matter is taken up by the Conciliation Officer for preliminary discussion. Shri P. Agrawal has relied upon the law laid down in **Lokmat Newspapers Pvt. Ltd. V/s Shankarprasad (AIR 1999 SC 2423) in support of his argument.**

58. The Ld. Advocate for Party II/Employer, Shri S. B. Karpe argues that the conciliation proceedings does not commence when the matter is taken up for preliminary discussion. Shri S. B. Karpe argues that the conciliation proceedings commences only when a formal notice is given to the Parties declaring the Conciliation Officers' intention to commence conciliation under Rule 10 of the Industrial Disputes (Central) Rules, 1957. Shri. S. B. Karpe argues that the statement **Lokmat Newspapers Pvt. Ltd. V/s Shankarprasad (AIR 1999 SC 2423)** that it commences when the Conciliation Officer takes the matter for preliminary discussion is in the obiter. Shri S. B. Karpe argues that a reading of **Gujarat Ambuja Cements Pvt. Ltd. V/s U. B. Gadhe (MANU/GJ/0650/2005)** will show that the said statement made in **Lokmat Newspapers Pvt. Ltd. V/s Shankarprasad (AIR 1999 SC 2423)** is in the obiter.

59. Even the propositions of law laid down by the Hon'ble Supreme Court in the obiter deserves the highest respect. **Gujarat Ambuja Cements Pvt. Ltd. V/s U. B. Gadhe (MANU/GJ/0650/2005)** is passed by the Hon'ble High Court of Gujarat. A Judgment by a Hon'ble High Court cannot be allowed to override a statement made by the Hon'ble Supreme Court.

60. It has been held in **Lokmat Newspapers Pvt. Ltd. V/s Shankarprasad (AIR 1999 SC 2423)** as follows:

*"The Conciliation Officer took the dispute in conciliation within his discretion even though as Appellant's concern was not a public utility service it was not mandatory for the Conciliation Officer to start conciliation proceedings. As the report of the Conciliation Officer submitted to the State Government shows, he invited the management and the respondent's Union for preliminary discussions on*

14-04-1982 in his office and thereafter the matter was adjourned during conciliation from time to time.

*It can, therefore, be said that by 14th April, 1982 the matter was taken up for investigation and thus the conciliation proceedings had commenced."*

61. A reading of the abovementioned Judgment shows that for the purpose of Section 33 of the Industrial Disputes Act, 1947, conciliation commences at the time of the starting of the preliminary discussions.

62. The preliminary discussion in the conciliation started on 25-06-2009. The conciliation ended in failure on 22-03-2010. The Workman (Premanand Naik) was terminated from service on 21-10-2009. The provisions of Section 33 of the Industrial Disputes Act, 1947 were not complied with. Therefore, Party I/Workman has proved that the Order of Termination is in violation of the provisions of Section 33 of the Industrial Disputes Act, 1947. Hence, I hold issue No. 3 in the affirmative.

63. *Issue No. 5:-* The case of Party II/Employer is that there is no industrial dispute between the Parties as defined under Section 2(k) of the Industrial Disputes Act, 1947. Party I has denied the same.

64. Section 2(k) of the Industrial Disputes Act, 1947 reads as follows:-

*"(k) "industrial dispute" means any dispute or difference between employers and employers, or between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment or the terms of employment or with the conditions of labour, of any person."*

65. As seen above, the Workman (Premanand Naik) was working for Party II. He was terminated from service on 21-10-2009. His Union/Party I has taken up his cause resulting in a reference under Section 10(1)(d) of the Industrial Disputes Act, 1947. There is a dispute between Employers and Workmen regarding the non-employment of Premanand Naik (Workman). Therefore, Party II/Employer has failed to prove that there is no industrial dispute between the Parties as defined under Section 2 (k) of the Industrial Disputes Act, 1947. Hence, I hold issue No. 5 in the negative.

Hence, I pass the following:-

#### ORDER

The domestic enquiry held against the Workman (Premanand Naik) is fair and proper.

The charge of misconduct leveled against the workman is not proved to the satisfaction of the Tribunal by acceptable evidence.

The order of termination is violative of Section 33 of the Industrial Disputes Act, 1947.

There is an industrial dispute between Parties as defined under Section 2(k) of the Industrial Disputes Act, 1947.

No orders as to costs.

Inform the Government accordingly.

Sd/-  
(Anil Scaria),  
Presiding Officer,  
Industrial Tribunal and  
Labour Court.

#### Corrigendum

No. 24/6/2013-Lab-ESI/513

Read: Order No. 24/6/2013-Lab-ESI/310 dated 05-05-2023.

In the Government Order read at preamble, the date of relieving shall be read as "30-04-2023 (a. n.)" instead of 30-04-2023 (f. n.).

All other contents of the Order remain unchanged.

By order and in the name of the Governor of Goa.

Vivek Naik, Under Secretary (Labour).

Porvorim, 24th July, 2023.



#### Department of Law & Judiciary

Law (Establishment) Division

#### Order

No. 2-3-2020-LD(Estt.)/1246

Read: 1. Memorandum No. 2-3-2020-LD(Estt)/799 dated 09-05-2023;  
2. Memorandum No. 2-3-2020-LD(Estt)/797 dated 09-05-2023;  
3. Memorandum No. 2-3-2020-LD(Estt)/796 dated 09-05-2023.



On the recommendation of the Goa Public Service Commission conveyed in letter No. COM/I/5/55(1)/2022/64 dated 27-04-2023, the Governor of Goa is pleased to appoint the following candidates to the post of Civil Registrar-cum-Sub Registrar (Group B Gazetted) in the Registration Department, Government of Goa, on temporary basis in the Pay Scale of Rs. 9300-34800 with the grade pay of Rs. 4600/- in Pay Level-7, with immediate effect:

1. Kum. Firdous Saba Bepari.
2. Kum. Rishwa Tukaram Prabhu.
3. Govindraj Narasinha Prabhu.

The above appointees have been declared medically fit by the Medical Board, Goa Medical College, Bambolim, vide letter Nos. 4/105/85-H-/GMC/2023/509 dated 04-07-2023 and 4/105/85-H-/GMC/2023/534 dated 10-07-2023. The character and antecedents of the above appointees have been verified and nothing adverse is reported against them, as conveyed by the Dy. Collector (LA), South Goa, Margao vide letter Nos. 36/09/2023/MISC-/MAG/245/X/M.O. 1784 dated 06/07/2023, letter No. 36/09/2023/MISC-/MAG/245/X/M.O. 1869 dated 14-07-2023 and the District Magistrate, North, Panaji, vide letter No. 2/86/2014-MAG/VCA/1918 dated 17-07-2023.

The above appointees shall be on probation for a period of two years.

The pay and allowances of the above officers shall be debited to the Budget Head controlled by

the State Registrar and Notary Services, Panaji, wherever they are posted from time to time.

They shall report to the Law Department (Establishment) for posting.

By order and in the name of the Governor of Goa.

*Amir Y. Parab*, Under Secretary (Law-Estt.).

Porvorim, 21st July, 2023.



## Department of Official Language

Directorate of Official Language

### Notification

No. 5/12/2011/DOL/GKA/Gen-Coun/449

In continuation to the Notification No. 5/12/2011/DOL/GKA/Gen-Coun/1133 dated 15-01-2020, the Government is pleased to extend the term of the Committee of Goa Konkani Akademi till the constitution of new committee.

This issues with the approval of the Government vide U.O. No. 292/F dated 18-07-2023.

By order and in the name of the Governor of Goa.

*Raju V. Gawas*, Director (Official Language) & ex officio Joint Secretary.

Panaji, 19th July, 2023.



## Department of Personnel

### Order

No. 22/10/2018-PER/3057

The Governor of Goa is pleased to transfer and post the following IPS and GPS Officers with immediate effect:-

Sr. No.	Name of the Officer and posting	Posted as
1.	Shri Shekhar Prabhudessai, IPS, Superintendent of Police (HQ), holding additional charge of Superintendent of Police (ACB)	Principal, Police Training School, Valpoi.
2.	Shri Nelson Albuquerque, Principal, Police Training School, Valpoi	Superintendent of Police (ACB).

Smt. Sunita Sawant, Superintendent of Police (EOC) shall hold the additional charge of Superintendent of Police (HQ), with immediate effect.

By order and in the name of the Governor of Goa.

*Nathine S. Araujo*, Under Secretary (Personnel-II).

Porvorim, 14th July, 2023.

**Order**

No. 7/25/2022-PER/3094

Whereas, Shri Sreekanth T., IAS (AGMUT: 2004), was posted in Goa Segment of AGMUT Cadre vide Ministry of Home Affairs, Order No. 14020/03/2022-UTS.I dated 07-09-2022, and had joined Goa administration on 12-09-2022;

And whereas, Shri Sreekanth T., IAS, has tendered notice of voluntary retirement vide letter dated 18-07-2023, and the said notice has been forwarded to Ministry of Home Affairs, Government of India for decision of competent authority;

And whereas, the competent authority has decided to repatriate Shri Sreekanth T., IAS from the State administration;

And now therefore, the Government of Goa is pleased to relieve Shri Sreekanth T., IAS (AGMUT: 2004) from the State administration, w.e.f. 19-07-2023 (a.n.) to report to Ministry of Home Affairs, Government of India.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).  
Porvorim, 19th July, 2023.

**Order**

No. 22/10/2018-PER/3096

Shri Nelson Albuquerque, Superintendent of Police (ACB), shall hold the additional charge of Superintendent of Police (HQ), with immediate effect.

By order and in the name of the Governor of Goa.

*Nathine S. Araujo*, Under Secretary (Personnel-II).  
Porvorim, 19th July, 2023.

**Order**

No. 5/8/2022-PER/3132

In exercise of the powers conferred under Rule 43 of Goa Civil Service Rules, 2016, the Government of Goa is pleased to relax the criteria of undergoing Departmental training and passing Departmental Examination required under Rule 23 of Goa Civil Service Rules, 2016 in respect of the following Junior Scale officers of Goa Civil Service.

Sr. No.	Name of the Officer
1.	Shri Rajesh S. Ajgaonkar.
2.	Smt. Seema Salkar @ Veera Nayak.
3.	Shri Madhu G. Narvekar.
4.	Shri Deepak Pandharinath Vaingankar.
5.	Smt. Sapna S. Naik Bhandodkar.
6.	Smt. Isha Mayur Sawant.
7.	Shri Abhir Chandrakant Hede.
8.	Shri Ramesh N. Gaonkar.
9.	Smt. Nancy Fernandes.
10.	Shri Mandar Mohan Naik.
11.	Smt. Gautami Sachin Parmekar.
12.	Shri Dattaraj Krishna Gauns Dessai.
13.	Shri Eshant Vasudev Sawant.
14.	Kum. Amalia Olivia Fatima Pinto.
15.	Smt. Sharmila Ulhas Gaunkar.



This issues with the approval of Council of Ministers in its XXVIth meeting held on 12-07-2023 conveyed vide letter No. 1/15/2023-GAD-II dated 14-07-2023.

By order and in the name of the Governor of Goa.

*Nathine S. Araujo*, Under Secretary (Personnel-II).  
Porvorim, 21st July, 2023.

**Order**

No. 15/18/2003-PER(Part-II)/3138

Read: Order No. 15/5/2022-PER/2099 dated 10-07-2023.

Sanction of the Government is hereby accorded to depute the following Officers in the Cadre of Mamlatdars/Joint Mamlatdars/Vigilance Officers appointed vide order read in preamble and on probation for Departmental training to be conducted at the Goa Institute of Public Administration and Rural Development, Ella Farm, Old Goa for 15 days with effect from 25-07-2023 to 09-08-2023:-

1. Kum. Dayle Rebello.
2. Kum. Ruchika Swapnil Birje.
3. Kum. Shannon Chika De Almeida.
4. Shri Dattaprasad Shrikant Toraskar.
5. Shri Vishnu Mahadev Rane.
6. Shri Sidharth Ashok Prabhu.

7. Shri Gajanan Anil Halarneker.
8. Shri Abhijit Ganesh Gaonkar.
9. Kum. Shruti Suhas Kumtekar.
10. Shri Gajesh Prakash Shirodkar.

The timings of the training shall be as specified by the GIPARD. The officers shall report to Ms. Seema Fernandes, Assistant Director, GIPARD at 9.00. a.m. on 25-07-2023.

**Instructions to the probationers trainees:**

1. The trainee shall abide by the instructions issued by GIPARD from time to time during the period of training.
2. Punctuality during the entire course, discipline and decorum in the Institute as well as during study visits, etc. shall be maintained by the trainees.
3. Every trainee shall maintain a daily diary, compulsorily.
4. No errant behavior, on part of the trainee, shall be tolerated during the training and if such behaviour is noticed deemed fit action shall be initiated against the trainee.
5. No leave shall be granted during the period of training except in unavoidable circumstances. Absence from training will have to be justified in writing.
6. Attendance of the trainee for the entire training programme is compulsory.

7. All trainees shall be under the control of the Goa Institute of Public Administration and Rural Development during the entire training period.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).  
Porvorim, 24th July, 2023.

**Office Memorandum**

No. 2/7/76-PER(Vol.III)Part-I/3108

Read: O.M. No. 2/7/76-PER(Vol.III)Part-I dated 02-03-2015.

The Government is pleased to re-constitute the following Departmental Promotion Committee (DPC) for grant of Senior Scale and Selection Scale to Government Teachers in Group 'A' & 'B' and Group 'C' post Teachers who are eligible for the pay scale attached to Group 'B' post:-

- |                                   |             |
|-----------------------------------|-------------|
| 1) Secretary of the               | — Chairman. |
| Administrative Department         |             |
| 2) Head of Department             | — Member.   |
| 3) Director (Admin.)/Dy. Director | — Member.   |
| (Education)/Senior most           |             |
| Officer next below the HOD        |             |

*Nathine S. Araujo*, Under Secretary (Personnel-II).  
Porvorim, 19th July, 2023.

◆◆◆  
**Department of Public Health**

**Order**

No. 25/18/2019-I/PHD/1021

On the recommendation of the Screening Committee, the Officers of Directorate of Health Services indicated in the enclosed Annexure who have completed the requisite years of regular service of 02 years in Grade Pay of Rs. 6,600 in PB-3 including the service rendered in the pre-revised scale of Rs. 10,000-15,200 are granted 1st financial upgradation under the Dynamic Assured Career Progression (DACP) Scheme with effect from the date indicated against his/her name in column No. 6 in terms of Order No. 25/1/2003-I/PHD dated 16-07-2009 and 25/1/2003-I/PHD dated 17-07-2009.

The Officers may exercise an option in terms of F. R. 22 (I) (a) (1) if he/she so desires within one month from the date of issue of his/her Order for fixing pay in the 1st financial upgradation under Dynamic Assured Career Progression Scheme.

Each Officer shall give an undertaking that in case any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by them to the Government either by adjustment against future payments due to them or otherwise.

The expenditure on his/her pay and allowances shall be debited to the budget head under which their salary is drawn.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 14th July, 2023.

#### ANNEXURE

##### 1st Financial Upgradation under Dynamic Assured Career Progression Scheme

(For Doctors appointed in Grade Pay of Rs. 6,600/- in Pay Band-3 under Directorate of Health Services)

Sr. No.	Name & Designation	Date of joining	Present Grade Pay	Grade Pay to be made applicable under DACP	Date of effect
1	2	3	4	5	6
1.	Dr. Rachel Gomes, Senior Surgeon	27-09-2016	G. P- Rs. 6,600/- in PB-3	G. P- Rs. 7,600/- in PB-3	27-09-2018.

#### Order

No. 25/18/2019-I/PHD/1022

On the recommendation of the Screening Committee, the Officers of Directorate of Health Services indicated in the enclosed Annexure who have completed the requisite years of regular service of 04 years in Grade Pay of Rs. 5,400 in PB-3 including the service rendered in the pre-revised scale of Rs. 8,000-13,500 are granted 1st financial upgradation under the Dynamic Assured Career Progression (DACP) Scheme with effect from the date indicated against his/her name in column No. 6 in terms of Order No. 25/1/2003-I/PHD dated 16-07-2009 and 25/1/2003-I/PHD dated 17-07-2009.

The Officers may exercise an option in terms of F. R. 22 (I) (a) (1) if he/she so desires within one month from the date of issue of his/her Order for fixing pay in the 1st financial upgradation under Dynamic Assured Career Progression Scheme.

Each Officer shall give an undertaking that in case any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by them to the Government either by adjustment against future payments due to them or otherwise.

The expenditure on his/her pay and allowances shall be debited to the budget head under which their salary is drawn.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 14th July, 2023.

## ANNEXURE

1st Financial Upgradation under Dynamic Assured Career Progression Scheme  
(For Doctors appointed in Grade Pay of Rs. 5,400/- in Pay Band-3 under Directorate of Health Services)

Sr. No.	Name & Designation	Date of joining	Present Grade Pay	Grade Pay to be made applicable under DACP	Date of effect
1	2	3	4	5	6
1.	Dr. Carol Grace Menezes, Medical Officer	15-04-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	15-04-2020.
2.	Dr. Gaurav Pradeep Arsekar, Medical Officer	01-04-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	01-04-2020.
3.	Dr. Prajakta Amey Lotlikar, Medical Officer	30-03-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	30-03-2020.
4.	Dr. Steffi Lourdes Coelho, Medical Officer	07-04-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	07-04-2020.
5.	Dr. Sruti Shivanand Naik Dessai, Medical Officer	01-04-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	01-04-2020.
6.	Dr. Maya Kashinath Nagueshkar, Medical Officer	01-04-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	01-04-2020.
7.	Dr. Manjusha Gurudas Gaude alias Manjusha Amitash Balekar, Medical Officer	02-05-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	02-05-2020.
8.	Dr. Pranjali Pandurang Chodankar alias Pranjali Chandra Bhushan Prasad, Medical Officer	01-07-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	01-07-2020.
9.	Dr. R. Rahul, Medical Officer	01-04-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	01-04-2020.
10.	Dr. Shital Rama Gaude, Medical Officer	16-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	16-09-2020.
11.	Dr. Kreda Fernandes, Medical Officer	27-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	27-09-2020.
12.	Dr. Errol Cosme Bento Rodrigues, Medical Officer	07-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	07-09-2020.
13.	Dr. Suvidha Subash Khandolkar, Medical Officer	21-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	21-09-2020.
14.	Dr. Vijaya Durgesh Naik, Medical Officer	22-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	22-09-2020.

1	2	3	4	5	6
15.	Dr. Aatasia Arthur D'Silva, Medical Officer	08-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	08-09-2020.
16.	Dr. Vinesh Vinayak Gaonkar, Medical Officer	11-11-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	11-11-2020.
17.	Dr. Liviea Colaco, Medical Officer	21-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	21-09-2020.
18.	Dr. Robin Atmaram Morajker, Medical Officer	03-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	03-09-2020.
19.	Dr. Priya Ajay Shet alias Priya Prakash Naik, Medical Officer	15-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	15-09-2020.
20.	Dr. Sneha Sharadkumar Chodankar, Medical Officer	28-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	28-09-2020.
21.	Dr. Prajwala Prakash Velip, Medical Officer	15-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	15-09-2020.
22.	Dr. Jamina Oliveira, Medical Officer	03-09-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	03-09-2020.
23.	Dr. Anuja Digambar Dabholkar, Medical Officer	16-12-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	16-12-2020.
24.	Dr. Radhesh Shaba Kerkar, Medical Officer	29-04-2011	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	29-04-2015.
25.	Dr. Pushparaj Laxman Amonkar, Ayurvedic Physician	09-06-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	09-06-2020.
26.	Dr. Gauri S. Prabhu, Ayurvedic Physician	31-10-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	31-10-2020.
27.	Dr. Mahesh U. Verlekar, Ayurvedic Physician	31-10-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	31-10-2020.
28.	Dr. Archana A. Gaonkar, Ayurvedic Physician	01-11-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	01-11-2020.
29.	Dr. Shivdatta alias Viraj M. Manerikar, Ayurvedic Physician	31-10-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	31-10-2020.
30.	Dr. Aditya M. Barve, Ayurvedic Physician	31-10-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	31-10-2020.
31.	Dr. Supriya U. Prabhu Dessai alias Dhond, Ayurvedic Physician	15-11-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	15-11-2020.
32.	Dr. Siddhesh Shankar Parab, Ayurvedic Physician	02-11-2016	G. P- Rs. 5,400/- in PB-3	G. P- Rs. 6,600/- in PB-3	02-11-2020.

1	2	3	4	5	6
33.	Dr. Vaibhavi S. Barve, Ayurvedic Physician	01-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	01-11-2020.
34.	Dr. Santosh Ganapati Vernekar, Ayurvedic Physician	01-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	01-11-2020.
35.	Dr. Sairandri Heramb Shet Parker, Ayurvedic Physician	02-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	02-11-2020.
36.	Dr. Siddhi A. Velingker, Ayurvedic Physician	15-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	15-11-2020.
37.	Dr. Pankaj Babu Velip, Ayurvedic Physician	01-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	01-11-2020.
38.	Dr. Diwakar Arjun Velip, Ayurvedic Physician	01-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	01-11-2020.
39.	Dr. Deepali Anand Fatarpenkar, Ayurvedic Physician	04-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	04-11-2020.
40.	Dr. Amina Govind Patre, Ayurvedic Physician	01-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	01-11-2020.
41.	Dr. Sneha Damodar Borkar, Ayurvedic Physician	01-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	01-11-2020.
42.	Dr. Anupa C. Naik, Ayurvedic Physician	08-11-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	08-11-2020.
43.	Dr. Trupti S. Prabhu Alvenkar, Ayurvedic Physician	19-06-2017	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	19-06-2021.
44.	Dr. Shilpa Amit Kaisukar, Ayurvedic Physician	19-06-2017	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	19-06-2021.
45.	Dr. Sneha S. Naik Chopdencar, Ayurvedic Physician	19-06-2017	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	19-06-2021.
46.	Dr. Puja Nijanand Vasta, Ayurvedic Physician	19-06-2017	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	19-06-2021.
47.	Dr. Ramaa Audhut Kamat, Jr. Pathologist	14-06-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	14-06-2020.
48.	Dr. Rohan Fernandes, Jr. Gynecologist	10-07-2017	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	10-07-2021.
49.	Dr. Ana Maria Vas, Jr. Gynecologist	17-12-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	17-12-2020.
50.	Dr. Elyska Hedvig De Sa, Jr. Paediatrician	05-02-2018	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	16-05-2020.
51.	Dr. Celina Escolastica De Xavier Andrade, Jr. Paediatrician	16-05-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	31-10-2020.

1	2	3	4	5	6
52.	Dr. Swati Sidhesh Gauns, Public Health Dentist	31-10-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	31-10-2020.
53.	Dr. Eesha Yeshwant Prabhugaonkar, Public Health Dentist	31-10-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	31-10-2020.
54.	Dr. Priyanka Dattaraj Mayenkar, Public Health Dentist	31-10-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	01-09-2020.
55.	Dr. Rhuta R. Shevade, Junior Ophthalmic Surgeon	01-09-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	01-02-2020.
56.	Dr. Vinita Torquato, Jr. Pathologist	01-02-2016	G. P.- Rs. 5,400/- in PB-3	G. P.- Rs. 6,600/- in PB-3	16-05-2020.

**Order**

No. 7/23/87-I/PHD/1036

On the recommendation of Goa Public Service Commission as conveyed vide their letter No. COM/II/11/24(1)/2023/138 dated 23-06-2023, Government is pleased to promote Dr. Pooja Yogesh Prabhu alias Madhav Prabhu Mahambrey, Junior Anaesthetist to the post of Senior Anaesthetist under Directorate of Health Services (Group 'A' Gazetted) on regular basis in Level 11 of Pay Matrix in 7th Pay Commission (PB-3 Rs. 15600-39100+GP: Rs. 6600/- + NPA and other allowances to be fixed as per rules, with immediate effect.

The posting order shall be issued separately.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 17th July, 2023.

**Order**

No. 45/3/2004-I/PHD/1037

On the recommendation of Goa Public Service Commission as conveyed vide their letter No. COM/II/11/24(1)/2023/139 dated 23-06-2023, Government is pleased to promote Dr. Sandeep T. Borkar, Junior Gynaecologist to the post of Senior Gynaecologist under Directorate of Health Services (Group 'A' Gazetted) on regular basis in Level 11 of Pay Matrix in 7th Pay Commission (PB-3 Rs. 15600-39100 + GP: Rs. 6600/- + NPA and other allowances to be fixed as per rules, with immediate effect.

The posting order shall be issued separately.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 17th July, 2023.

**Order**

No. 44/16/2016-I/PHD/1038

Government is pleased to transfer the below mentioned Doctors under Directorate of Health Services, with immediate effect:-

Sr. No.	Name of the Doctor	Present place of posting	Transferred at
1	2	3	4
1.	Dr. Navjyot Aldonkar, Medical Officer	Primary Health Centre, Balli	Community Health Centre, Curchorem in place of Dr. Shawn Dias.
2.	Dr. Shawn Dias, Medical Officer	Community Health Centre, Curchorem	Primary Health Centre, Balli vice Dr. Navjyot Aldonkar transferred.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 17th July, 2023.



**Order**

No. 44/16/2016-I/PHD/1056

Read: Order No. 44/16/2016-I/PHD/1038 dated 17-07-2023.

The Government Order dated 17-07-2023 read in preamble stands withdrawn.

By order and in the name of the Governor of Goa.

*Dattaram Sardessai*, Additional Secretary (Health).  
Porvorim, 21st July, 2023.

**Order**

No. 2/9/2004-II/PHD/1097

Government is pleased to accept the notice of voluntary retirement dated 29-04-2023 tendered by Dr. Mrinalini G. Sahasrabhojane, Associate Professor in the Department of Obst. & Gynaecology, Goa Medical College, under Rule 48-A of CCS (Pension) Rules, 1972 and to relieve her from the post of

Associate Professor, Department of Obst. & Gynaecology, Goa Medical College w.e.f. 31-07-2023 (a. n.).

By order and in the name of the Governor of Goa.

*Trupti B. Manerkar*, Under Secretary (Health).  
Porvorim, 12th July, 2023.

**Notification**

No. 44/15/2023-I/PHD/1073

Subsequent to X.11035/346/2021-DRS dated 13-09-2022 issued by MOHFW-GOI, the Essential List of Medicines (ELM) as appropriate for the Directorate of Health Services at District Hospital level (Annexure II) and Sub District Hospital level (Annexure III) under the State of Goa is hereby notified and will come into force with immediate effect.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health).  
Porvorim, 20th July, 2023.

**Department of Water Resources**

Office of the Chief Engineer

**Order**

No. 3/25-15/90/CE-WR/Adm.I/325

Shri Dilip R. Naik, Executive Engineer, Works Division IX (Mhadei Cell), WRD, Gogal, Margao-Goa shall hold additional charge of Superintending Engineer, O/o. Superintending Engineer, CO III, WRD, Gogal, Margao-Goa (on officiating basis) until further order.

This is issued vide Government approval No. 2811/F dated 30-06-2023.

By order and in the name of the Governor of Goa.

*P. B. Badami*, Chief Engineer (WR) & ex officio Addl. Secretary.  
Porvorim, 19th July, 2023.

**Order**

No. 3/25-15/90/CE-WR/Adm.I/326

Government is pleased to promote the following Executive Engineer/Engineering Officer (Civil) of this Department to the post of Superintending Engineer, Group-A Gazetted post on ad-hoc basis, in the Pay Matrix Level No. 12 under 7th Pay Commission plus other allowances, with immediate effect, initially for six months and posted them in the offices mentioned against their name in column No. 4

Sr. No.	Name of Officers	Present designation and place of posting	Posting as ad-hoc promotion and
1	2	3	4
1.	Shri Ram Nakul Gauns	Executive Engineer, Works Division-V, WRD, Karapur, Tisk, Goa	Superintending Engineer, O/o. Superintending Engineer, CO V, WRD, Gogal, Margao-Goa (on ad-hoc basis) & shall hold additional charge of Executive Engineer, Works Division-V, WRD, Karapur, Tisk, Goa until further orders.
2.	Shri Shantaram B. Ghantkar	Engineering Officer, O/o. the Chief Engineer, WRD, Porvorim-Goa	Superintending Engineer, O/o. Superintending Engineer, Central Planning Organisation, WRD, Porvorim (on ad-hoc basis) & shall hold additional charge of Engineering Officer, O/o. the Chief Engineer, WRD, Porvorim, Goa until further orders.

The promotion is purely on ad-hoc basis and will not bestow any claim for regular appointment and service rendered on ad-hoc basis in the grade will not count for the purpose of seniority in the grade and for eligibility for promotion to next higher grade.

This is issued vide Government approval No. 2811/F dated 30-06-2023.

By order and in the name of the Governor of Goa.

*P. B. Badami*, Chief Engineer (WR) & ex officio Addl. Secretary.

Porvorim, 19th July, 2023.

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Published and Printed by the Director, Printing & Stationery,  
Government Printing Press,  
Mahatma Gandhi Road, Panaji-Goa 403 001.

**PRICE—Rs. 18.00**

PRINTED AT THE GOVERNMENT PRINTING PRESS, PANAJI-GOA—151/80—07/2023.